The regular meeting of the City of Omaha Police and Fire Retirement System Board of Trustees was held on Thursday, April 15, 2004, in the Legislative Chambers of the Omaha/Douglas Civic Center, 1819 Farnam Street.

MEMBERS PRESENT: James Sklenar, Chairperson
Martin Adams, Vice Chairperson
Anthony Lang, Secretary
Cecil L. Hicks, Jr., Personnel Director
Stanley Timm, Finance Director and Administrator
Raymond J. Hasiak, Jr., Citizen Representative

MEMBER ABSENT: Chuck Sigerson, City Councilmember

AMONG OTHERS PRESENT: Wendy Hahn, Assistant City Attorney
Paul Murphy, Benefits/Compensation Manager
Maureen Guilfoyle, Recording Secretary

Chair James Sklenar called the meeting to order at 1:35 p.m. Roll call determined a quorum was present and the Board was in session.

FINANCIAL REPORT

Stan Timm, Finance Director, provided the financial report for March 2004 and discussed it with the Board.

MOTION by Mr. Hasiak, seconded by Mr. Lang, to place on file the financial report for March 2004.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

APPROVAL OF MINUTES: MARCH 18, 2004, REGULAR MEETING

Mr. Sklenar asked that Page 7 of the March 18th minutes be changed to reflect that he voted Nay on the Compliance Review Proposal and the vote should be 6-1 rather than 7-0.

MOTION by Mr. Hasiak, seconded by Mr. Hicks, to approve the minutes of the March 18, 2004, regular meeting with the noted corrections.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar
Motion Carried: 6-0 (1 member absent)

NEW BUSINESS

REQUESTS FOR SERVICE CONNECTED DISABILITY

SCHENKELBERG, James J., Fire Captain, Fire Department
Age 50     Served 25 years 6 months
Retirement Date: 4/15/04     Monthly Pension: $ 4,355.56 (69%)

Mr. Schenkelberg and his attorney, John Corrigan, were present at today’s meeting. Mr. Schenkelberg is requesting a service-connected disability for an allergy to latex. Mr. Corrigan, 1623 Farnam Street, Omaha, Nebraska, spoke to the board. Mr. Corrigan offered three pieces of evidence: 1) Article III, Secs. 22-61 through 22-93, of the Omaha Municipal Code, 2) a report from Dr. Againdra Bewtra, and 3) a letter from Dr. Joseph Stothert. Mr. Corrigan referred board members to the report of Dr. Dean Wampler, who stated: “Captain Schenkelberg is physically capable of performing all aspects of his work duties; however, many objects in his work environment create an opportunity for risk of potentially life-threatening reaction incident. Captain Schenkelberg’s allergy will never go away, and he will continue to experience this risk for the rest of his life.” Mr. Corrigan stated that Mr. Schenkelberg’s exposure to latex therefore is life threatening and unavoidable in the course of his employment. Mr. Corrigan referred to the 4/15/04 letter from Dr. Joseph Stothert who stated to a reasonable degree of medical certainty, Mr. Schenkelberg’s condition is caused by exposure over many years as an Omaha firefighter. Mr. Corrigan stated that city ordinances create the right to the benefit because he has shown that he has suffered an injury or illness in the scope of his employment, that the condition left him unfit for active duty within the division as evidenced by Steve Kerrigan’s report that there is no accommodation for Mr. Schenkelberg at the Fire Department, and that in the scope of his employment he will be exposed to latex in suppression duties including contact with gloves, boots, turnout gear, the faceplate of his SCBA, and fire hose components. Mr. Corrigan stated Mr. Schenkelberg’s request for a service-connected disability is supported by medical evidence of causation, it was work-related, and it has left him unfit for his duties within the Fire Department.

Mr. Hasiak asked Mr. Schenkelberg if he knows other firefighters who suffer from a latex allergy. Mr. Schenkelberg stated he has talked to one or two who have had a reaction to the gloves but it falls under another category where they get itchy scaly skin and scabbing. That is a less severe type of allergy. Mr. Hasiak asked if equipment manufacturers have made available turnout gear or masks that are not dependent upon latex materials. Mr. Schenkelberg did not believe there was turnout gear but there could be some face pieces available. He stated he knows the Fire Department has made a tremendous effort in removing all latex type gloves and replacing them with latex-free gloves.

Mr. Lang said the report indicates Mr. Schenkelberg has a Type 4 allergy and asked him to explain what that meant. Mr. Schenkelberg stated he experienced both Type 1 and Type 4 allergies. Type 1 is immediate hypersensitivity, which can cause flushing, itching, swelling, hives. Type 4 is more of a delayed sensitivity, which means he could have been exposed to latex and not show the symptoms for one to six hours and then start itching and swelling. Mr. Lang said he’s somewhat knowledgeable about allergies and knows that a person can develop an allergy suddenly to something after being exposed to it their whole life. He gave the example of a person who ate shellfish for years and then one day just had a reaction to shellfish and became allergic. Mr. Lang asked Mr. Schenkelberg if this might be true for his allergy to latex, that he might have had the antigens in his body and just rejected it at a certain time. Mr. Schenkelberg said the research he has found shows that people who are constantly exposed over a long period of time had the higher incidents of acquiring a latex allergy. Mr. Schenkelberg stated his allergist said it’s either something you’re born with or you develop it in the age range of mid 40’s to 50 years old.
after a long-time exposure to latex. Mr. Lang stated he went online to a website where they go in depth about research on latex allergies and how it is fairly new, so there is not enough evidence yet regarding it.

Mr. Sklenar asked Mr. Schenkelberg if he had missed any work due to his allergy. Mr. Schenkelberg stated he does not call in sick. Mr. Sklenar asked Mr. Schenkelberg if he had been placed on light duty because of his allergy. Mr. Schenkelberg said they could not put him light duty because they would have to clear all of the offices of carpet padding, mouse pads, everything. Mr. Adams asked what household items contained latex. Mr. Schenkelberg stated adhesive glues, some paints, erasers, auto tires, balloons, balls, carpet backing, computer mouse pads, condoms, electric cords, rubber bands, raincoats, rubber toys, certain toothbrush handles. Mr. Adams stated Mr. Schenkelberg has presumably been exposed to these items all of his life. Mr. Schenkelberg said he had not been exposed to them in high doses. Mr. Corrigan said Mr. Schenkelberg was exposed to pure latex gloves on the job for up to 20 years. Mr. Schenkelberg stated he was overexposed to latex where he built up an intolerance to it, and the more he comes in contact with it, the less tolerance he has and the easier the breakouts are where he gets hives.

Mr. Adams asked Mr. Schenkelberg if he had been treated by Dr. Stothert. Mr. Schenkelberg stated Dr. Stothert is the doctor who started having him try different creams and take benadryl until it didn’t do any good, and then Dr. Stothert suggested he see an allergist and he went to Dr. Bewtra at Creighton.

Mr. Hasiak asked Mr. Schenkelberg if he had experienced any life-threatening symptoms to the allergy. Mr. Schenkelberg stated he has had edema, hives, and experienced shortness of breath on several occasions.

Mr. Hasiak asked Mr. Corrigan if there was any evidence or research that talks about the evolution of this allergic reaction and how was it work-related. Mr. Corrigan referred to Dr. Stothert’s report that states health care workers are shown to be at higher risk for latex allergies. Mr. Corrigan stated he was not aware of any study that would suggest a level of exposure would result in the condition. Mr. Schenkelberg’s wife, Gail, manager of the Emergency Department at Creighton, spoke to board members. She stated a person increases their sensitivity to each exposure, and the more a person is exposed, the more they are sensitized and the symptoms become worse. Mr. Hasiak asked if different people had different tolerance levels. Mrs. Schenkelberg stated that was true. As with any allergy, you can develop an allergy over time where you have a little reaction the first few times you’re exposed, and then with each new exposure you begin to see you have a noticeable allergy. She stated it depends on a person’s sensitivities, and the only thing you can do with most allergies is get rid of the antigen or whatever causes the allergy. If you’re allergic to latex, you stay away from it. Mr. Sklenar asked Mrs. Schenkelberg for the difference between Type 1 and Type 4 allergies. She stated with a Type 4 allergy, if you touch something you’re allergic to, the symptoms would show up several hours later. With increased sensitivity, you move to Type 1 where you touch something and immediately show symptoms.

Mr. Hasiak spoke to Mr. Schenkelberg and explained he was going to make a motion and the reason why he was making the motion. Mr. Hasiak stated he could see by the evidence that Mr. Schenkelberg has a medical condition. Mr. Hasiak stated his concern was a legal one; was Mr. Schenkelberg’s condition service related or not. Mr. Hasiak stated he did not believe there was enough evidence to convince him that the duties on his job caused his medical condition. He stated Mr. Schenkelberg has shown that his exposures to latex on the job have caused an irritation and caused him to be symptomatic, but is the latex allergy something that caused a service-connected disability. Mr. Hasiak stated he was going to make a motion to deny the disability.

MOTION by Mr. Hasiak, seconded by Mr. Adams, to deny the request by Fire Captain James Schenkelberg for a service-connected disability pension for an allergy to latex.
Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

At this time Mr. Schenkelberg asked that he be granted a regular service retirement effective today’s date, April 15, 2004.

MOTION by Mr. Adams, seconded by Mr. Timm, to approve the request by Fire Captain James Schenkelberg for a regular service retirement.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

HENDRICKSEN, James E., Fire Captain, Fire Department
Age 53 Served 26 years 9 months
Retirement Date: 4/15/04 Monthly Pension: $4,158.81 (69%) 

Mr. Hendricksen and his attorney, John Corrigan, were present at today’s meeting. Mr. Hendricksen is requesting a service-connected disability for hearing loss, tinnitus and vertigo. Mr. Corrigan offered three pieces of evidence: 1) Article III, Secs. 22-61 through 22-93, of the Omaha Municipal Code, 2) a personnel record dated 9/1/77 through 1999, and 3) a letter from Dr. Patrick Brookhouser. Mr. Corrigan referred board members to a report in their packet from Dr. Quinlan and stated it demonstrates that the City evaluated Mr. Hendricksen for hearing acuity in 1976 for his pre-employment testing, and at that time he had some sensor neural hearing loss. Mr. Corrigan stated the doctor calculated the disability rating of zero percent for the right ear and 15 percent for the left ear, and binaural hearing impairment was 2.5 percent and whole person hearing impairment was one percent. Mr. Corrigan stated Mr. Hendricksen became a firefighter and his hearing dramatically reduced. Mr. Corrigan referred to the letter from Dr. Brookhouser which stated the comparison of the hearing results from 1977 indicate that Mr. Hendricksen’s hearing loss has worsened at all frequencies above the 250 Hertz level with greatest decrease in auditory acuity in the higher frequencies. Mr. Corrigan stated that Dr. Quinlan opined that Mr. Hendricksen’s current impairment rating is 48.75% for the right ear and 50.625% for the left ear with the whole body impairment calculated at 17%. Mr. Corrigan stated that Dr. Quinlan said the great majority of Mr. Hendricksen’s hearing loss is secondary chronic noise exposure over many years and this has progressed to the point where it affects him in his day-to-day work environment. Dr. Quinlan’s report stated in either the rescue squad setting or the fire truck setting Mr. Hendricksen is not able to protect his ears from loud noises and understand commands given by others or give commands to others with any accuracy. Mr. Corrigan stated that based on Dr. Quinlan’s report, Mr. Hendricksen was placed on light duty on April 9, 2004, and he remains on light duty to this day.

Mr. Sklenar asked about Mr. Hendricksen’s hearing when he was hired as a firefighter because his hearing report was checked that he was unqualified and also checked that he was qualified. Mr. Corrigan stated apparently the matter was resolved that his hearing was adequate, but he did not know how it happened. Mr. Hendricksen explained that when he took his pre-employment hearing test, they found a slight hearing loss that he was unaware of at the time. Mr. Hendricksen said the doctor who performed the test, Dr. Reichstadt, told him the City has a certain minimum standard for hearing and that he was borderline or just below that in one area. He was retested and put through a more extensive set of tests. Mr. Sklenar asked him if he had any family history of hearing loss, and Mr. Hendricksen stated no. Mr. Sklenar asked him if he was in the military, and Mr. Hendricksen stated he went into the Navy Reserve after high school and was in Viet Nam for one year but not around gunfire. He stated he was in supply.
Mr. Hendricksen stated he was in the construction business with his father since he was in high school and it was mostly concrete work.

Mr. Murphy spoke in regard to Mr. Hendricksen’s pre-employment hearing test and the report that had both boxes (Qualified/Unqualified) checked. Mr. Murphy referred board members to the handwritten notes on the report and stated those were his notes. Mr. Murphy stated there was some concern with Mr. Hendricksen’s hearing and his handwritten note indicates he was retested in December 1976. The test was conducted by Dr. Brookhouser and the test showed he had borderline normal hearing.

Mr. Lang asked Mr. Hendricksen if he owned his own concrete business, and Mr. Hendricksen said he has just done concrete work on his own for as long as he’s been on the Fire Department. Mr. Lang asked if he was still doing concrete work, and Mr. Hendricksen said he hasn’t done any work for about six months.

Mr. Hendricksen stated he has been a paramedic since 1986 and worked on a rescue squad for about 14 years. He spent the first 8 years of his career on a fire truck and then became a paramedic. He worked on a rescue squad before the sirens were moved from the roof of the cab and placed on the front bumper in the early 1990’s. He stated the sirens were painfully loud and there was no hearing protection you could wear and still safely do your job because you have to be able to hear the radio and you have to be able to converse with your partner on the run. Mr. Sklenar asked if the Fire Department had the type of earphones that plug into the radio. Mr. Hendricksen stated they have that type of earphone and have had them since about 1997. He stated the problem with the earphones is that they have voice-activated mikes, and they activate when the sirens start up, and it is amplified in their earphones. He said it muffles the raw sounds of the engines but they still get the siren noise through the earphones.

Mr. Sklenar asked Mr. Hendricksen if there has been any suggestion that he wear hearing aids. Mr. Hendricksen stated up until about a year ago, he did not realize he could wear a hearing aid and still keep his job. He said he has been improvising for a long time as far as hearing and he was not ready to leave this job early. He said he has learned that many firefighters have hearing aids and they have been provided to them by the City of Omaha. Mr. Hendricksen said his hearing doctors told him that hearing aids would help but they won’t alleviate the other problems that accompany his hearing loss. He said the hearing aids would help him during normal conversations but wouldn’t be good in crowded areas. He stated he has not gotten hearing aids because they are very expensive.

Mr. Hasiak asked if the exposure to noise has lessened over the years, and Mr. Hendricksen said it has been reduced while in the fire truck and responding to a call because they added the earmuffs and the communication devices with the microphones and that has reduced some of the noises. He stated the job has not changed and the noise levels are still present. When they moved the siren from the roof of the cab to the front bumper, that lessened that noise exposure somewhat. Mr. Hasiak asked if he had any evidence or documents about the length of times he was exposed to noise and the decibel level of the exposure. Mr. Corrigan could not offer any documentation but noted that this pension board in the past has approved hearing loss claims for disability pensions where there was no evidence of that nature adduced. Mr. Hasiak asked Mr. Corrigan in those cases did the person making application have a substantial hearing loss before they came on the job. Mr. Corrigan stated he was not qualified to say whether his hearing loss was substantial. Mr. Hasiak countered that the City almost didn’t hire Mr. Hendricksen. Mr. Corrigan stated the City did hire him and he is not aware on the other cases if there was pre-hire hearing loss identified. Mr. Corrigan stated there is an inference coming out here that this is just a progression of Mr. Hendricksen’s hearing loss because of his age. Mr. Corrigan stated Mr. Hendricksen has had dramatic hearing loss from the time he started until now. He stated it is irrefutable that Mr. Hendricksen had exposure but the level of exposure is unknown.
Mr. Timm noted that Mr. Hendricksen became an EMS shift supervisor in 1995 and asked him if he rode a squad at that time as shift supervisor. Mr. Hendricksen said the supervisor had a car that had lights and sirens. His job was to supervise all of the EMS people on his shift. He said he was dispatched to certain calls and there were other calls that were left up to his discretion to respond to. He responded to many of the calls to watch the personnel do their work and assist them if they needed help. He has spent the last four years on a fire truck.

Mr. Sklenar asked Mr. Hendricksen if he attributed any of his hearing loss to his years working his construction job. Mr. Hendricksen said his exposure to noise doing his construction work is significantly less than his exposure to noise doing his fire job. He said this is mainly because he can wear his hearing protection when he’s working construction because nobody’s life is on the line when he’s doing that. He stated he can’t wear hearing protection on the Fire Department when he needs to hear if his partner’s breathing apparatus ran out of air or if someone is calling for help in a building. He said even the levels of noise in a working fire are significantly higher than in this room. He said during training exercises they play a tape to simulate how noisy it is at a working fire.

Mr. Lang told Mr. Hendricksen he sees a conflict in his statement that he will wear hearing protection in his construction business but not while working at the Fire Department. Mr. Lang said he is on the fire side and knows there are times you cannot wear hearing protection, but there are also times when you can wear it. Mr. Lang asked Mr. Hendricksen how much effort he put into wearing hearing protection. Mr. Hendricksen said he used his hearing protection when it was appropriate and safe to wear them. He could not say what amount of time he wore them, but he did wear them but not all the time. Mr. Lang referred to Dr. Quinlan’s report and says the doctor does not ever really say that Mr. Hendricksen’s hearing loss is specific job exposure, the doctor just uses the term secondary noise exposure. Mr. Lang said secondary noise exposure might also refer to the noise from the construction business. Mr. Lang said he did not see any evidence that his hearing loss is job related.

Mr. Hasiak told Mr. Hendricksen he was going to make a motion to deny his request for a service-connected disability because the board has the responsibility of determining if his particular injuries are work-related or not work-related. Ms. Hasiak stated he did not see enough evidence to show that the hearing loss is related to his work for the City of Omaha.

MOTION by Mr. Hasiak, seconded by Mr. Timm, to deny the request by Fire Captain James Hendricksen for a service-connected disability pension for hearing loss, tinnitus and vertigo.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

At this time Mr. Hendricksen asked that he be granted a regular service retirement effective today’s date, April 15, 2004.

MOTION by Mr. Lang, seconded by Mr. Adams, to approve the request by Fire Captain James Hendricksen for a regular service retirement.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)
REQUESTS FOR SERVICE RETIREMENTS AND PENSION AMOUNTS

ADOLF, Gregory W., Fire Captain, Fire Department
Age 50     Served 25 years 5 months
Retirement Date: 03/26/04     Monthly Pension: $ 4,116.84  (69%)

PFEFFER, Fredrick W., Police Officer, Police Department
Age 52     Served 25 years
Retirement Date: 03/27/04     Monthly Pension: $ 3,704.37  (69%)

MOTION by Mr. Hasiak, seconded by Mr. Hicks, to approve the above service retirements and pension amounts.

Voting:  Aye:  Adams, Hasiak, Hicks, Lang, Timm, Sklenar
Motion Carried:   6-0 (1 member absent)

REQUEST FOR APPROVAL OF WIDOW’S PENSION

LAMPE, Mary E.; widow of retired Firefighter Roy S. Lampe, who deceased October 11, 2003
Pension Effective October 12, 2003     Monthly Pension: $ 517.31
(plus supplemental $663.77; total pension $ 1181.08)

MOTION by Mr. Hasiak, seconded by Mr. Adams, to approve the widow’s pension for Mary Lampe.

Voting:  Aye:  Adams, Hasiak, Hicks, Lang, Timm, Sklenar
Motion Carried:   6-0 (1 member absent)

REQUEST FOR APPROVAL OF DEATH BENEFITS

ALLEN, Coldtha Y.; beneficiary of retired Police Sergeant David L. Allen, who deceased February 18, 2004
Death Benefit $1,000.00

LAMPE, Mary E.; beneficiary of retired Firefighter Roy S. Lampe, who deceased October 11, 2003
Death Benefit $1,000.00

MOTION by Mr. Hasiak, seconded by Mr. Timm, to approve the death benefits for Coldtha Allen and Mary Lampe.

Voting:  Aye:  Adams, Hasiak, Hicks, Lang, Timm, Sklenar
Motion Carried:   6-0 (1 member absent)

At this time Mr. Sklenar reported that Ms. Hahn would need to leave the meeting but wanted to be able to discuss the item on the agenda regarding Harold Johnson. Mr. Sklenar asked for a motion to go out of order on the agenda.
MOTION by Mr. Hasiak, seconded by Mr. Timm, to go out of order on the agenda and hear item II A regarding the District Court Order on Harold Johnson.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

**HAROLD JOHNSON, DISTRICT COURT ORDER**

MOTION by Mr. Adams, seconded by Mr. Lang, to go into Executive Session to discuss possible legal issues.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

The board members went into Executive Session at 3:15 p.m. and returned at 3:28 p.m.

*Note: Mr. Hasiak left the meeting room for a few minutes at this time.*

MOTION by Mr. Adams, seconded by Mr. Lang, to return from Executive Session.

Voting: Aye: Adams, Hicks, Lang, Timm, Sklenar

Motion Carried: 5-0 (2 members absent)

MOTION by Mr. Timm, seconded by Mr. Hicks, to lay over the Harold Johnson item (II A) to the May pension board meeting.

Voting: Aye: Adams, Hicks, Lang, Timm, Sklenar

Motion Carried: 5-0 (2 members absent)

*Note: Mr. Hasiak returned to the meeting at this time.*

MOTION by Mr. Timm, seconded by Mr. Lang, to return to the order of the agenda.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

**MEDICAL BILLS**

**Approval of Submitted Bills**

MOTION by Mr. Timm, seconded by Mr. Adams, to approve payment of the submitted medical bills.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)
REQUEST FOR APPROVAL REFUND OF CONTRIBUTIONS

Trevor A. Thrasher, Police Department
Employed 6/16/97 – 2/12/04 Amount: $34,646.38

MOTION by Mr. Hasiak, seconded by Mr. Timm, to approve the above refund of contributions.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

DISCUSSION & ACTION

COLLEEN KLECKNER, WIDOW, DOCUMENTATION ISSUE

Mr. Murphy explained he placed this item on the agenda for the board’s information. It was discovered that there is no marriage certificate in Mrs. Kleckner’s file. She has been receiving a widow’s pension since her husband’s death in 1989. Mr. Murphy stated Mrs. Kleckner reported that they were married in Colorado but she cannot locate the marriage certificate. Mr. Murphy stated they have asked George Lynch in the Law Department to try to locate the documentation in Colorado, but as of today’s date Mr. Lynch has not provided anything. Mr. Sklenar asked Mr. Murphy to follow up with Mr. Lynch and get a report from him. Mr. Hasiak said it was Mrs. Kleckner’s obligation to search for the documents and she should be sent a letter instructing her to provide some documentation within the next 90 days to prove she was married or the matter would be revisited by the pension board. Mr. Adams agreed that Mrs. Kleckner should be the one to provide this board with the documentation by a certain date and place it back on the agenda at that time.

MOTION by Mr. Hasiak, seconded by Mr. Hicks, to have Mr. Murphy send Mrs. Kleckner a letter and ask her to provide within 90 days proof of her marriage to George Kleckner.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

2004 PINEHURST REAL ESTATE SEMINAR

Mr. Lang had this item placed on the agenda and thought this seminar might be worthwhile to attend since the pension system is increasing the real estate aspect of their investment portfolio. Mr. Lang stated most of the costs, including registration, hotel, and food, are covered. The exceptions would be for air fare and rental car. Mr. Lang stated he was interested in attending this seminar as one of the members of the pension investment committee.

MOTION by Mr. Adams, seconded by Mr. Timm, to pay expenses for Mr. Lang to attend the 2004 Pinehurst Real Estate Seminar.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)
ADJOURNMENT

MOTION by Mr. Adams, seconded by Mr. Timm, to adjourn the meeting.

Voting: Aye: Adams, Hasiak, Hicks, Lang, Timm, Sklenar

Motion Carried: 6-0 (1 member absent)

The meeting adjourned at approximately 3:45 p.m.

Prepared and submitted by:

Maureen Guilfoyle  6/17/04
Recording Secretary  Date

APPROVED: 6-0

James Sklenar  6/17/04
Chair  Date

Anthony Lang  6/17/04
Secretary  Date